

EXECUTIVE PROFILE

Results-oriented Business Leader ... A high-energy executive with diverse P&L experience in highly competitive manufacturing environments. Experienced Leader, who has grown businesses, installed/implemented business ERP systems, acquired strategic businesses (M&A), generated new products, identified new markets, turned around under performing businesses, optimized profitability and built motivated teams leveraging the following skill sets:

- ◆ Executive Leadership
- ◆ Industry Knowledge
- ◆ Merger & Acquisitions
- ◆ ERP Systems
- ◆ Profitable Growth
- ◆ Value Creation

EDUCATION

MSA, Masters in Accounting– University of Akron / **BA, Finance & Accounting** – Baldwin Wallace University

PROFESSIONAL EXPERIENCE

MRK CONSULTANTS, BRADENTON, FL.

2007 – Present

President/Principal

MRK Consultants is a leading consulting firm providing businesses with expert executive services, technology solutions and leadership development.

We specialize in Chief Operating Officer (COO) and Chief Financial Officer (CFO) services, ERP identification, integration and implementation, Merger & Acquisition (M&A) support and Executive Coaching to help businesses thrive in a competitive landscape.

SUN GRAPHIC TECHNOLOGIES, SARASOTA, FL

2019 – 2023

CEO/President/Owner

A leading full-service wide format graphics manufacturer and screen printer that has evolved as technology has impacted the industry and maintains a comprehensive equipment offering that enables it to provide its customers with innovative, high-quality products produced by screen and digital printing processes.

- Installed & Implemented fully integrated ERP system, EFI Pace, specific to the industry and with direct connectivity to the manufacturing press equipment.
- Led & Managed the SGT business acquisition from identification to analysis to LOI, Due Diligence and Financing Arrangement.
- Created and executed strategic sales plans that drove a 10% increase in total revenue on an annual basis.
- Developed & implemented operational and financial policies and procedures that improved efficiencies and performance impacting the bottom line by 7%.
- Mentored and trained staff to develop future business leaders and provided company-wide leadership to promote operational excellence.
- Conducted numerous cost reduction and profit improvement kaizens driving efficiencies in materials consumption & inventory, labor, overhead and procurement which generated 8% in cost savings across the board.

THE OAK PRINTING COMPANY, STRONGSVILLE, OH

2016 - 2019

A leading manufacturer of cut & stack labels.

Chief Operating Officer

Business Leader of a \$9MM, private, 45-employee organization, with full P&L responsibility, directly servicing the paint & coatings and craft beer industries. Direct responsibilities include Manufacturing, ERP Systems, IT, Pre-Press, Distribution & Shipping, Customer Services, Finance, M&A and Quality Assurance.

- Successfully executed major upgrade of the fully integrated ERP system, EFI Radius, yielding 10% in performance efficiencies.
- Successfully managed the purchase, installation & implementation and training of a \$3.5mm state-of-the-art Offset Printing Press, improving operating efficiencies by 50% and doubling throughput capacity.
- Drove Make-Ready Reduction /Lean Initiative achieving 20% reduction in hours and scrap or \$100k annualized savings
- Generated Materials Inventory reduction of 30% or \$250k in Working Capital reduction by moving materials to JIT.
- Negotiated a new Energy supply arrangement with savings of 40% or \$60k annually.
- Established consignment agreements with suppliers for packaging cartons, inks & coatings and major pressroom supplies, driving \$50k in Working Capital reduction
- Selected & qualified new material supplier, generating \$100k in annualized material cost savings.

- Generated approx. 15% in cost reductions through continuous improvement & lean initiatives such as TPM, 5S, consignment, SOP's, process improvements, corrective action program, and RFQ's for materials & supplies.

POST-UP STAND, INC., Maple Hts., OH (acquired by TAKKT AG - Apr 2015)

2014- 2016

A leader in customized printed signage materials for trade show displays and advertising banners.

Chief Operating Officer

Business Leader of a \$16MM, private, multi-site, 60-employee organization, directly servicing retail and corporate advertising display users nationwide. Direct responsibilities included Manufacturing, ERP Systems, IT, Distribution & Shipping, Customer Service, Logistics, Quality Assurance, M&A and Accounting & Finance.

- Developed and Installed Barcode Scanning System technology to provide for OTD tracking and production performance measurement, integrating with SAP for Scheduling, Planning and Backlog management systems.
- Key M&A Team member that managed the Business sale and post-acquisition merger of Post-Up Stand with Takkt AG.
- Negotiated price reductions for raw materials yielding a 34% savings annually. Additionally, established JIT warehousing agreement to increase working capital.
- Generated inventory usage analysis & established min/max targets that reduced working capital over 20% and eliminated stock-outs.
- Established inventory management procedures and organizational methods that led to 99.2% accuracy level of inventory.
- Managed the Benefits (H/C, Dental, Life) Renewal Process and delivered an 8.4% cost reduction while maintaining the same levels of benefits, despite a market of ever-increasing costs.

OMNI SYSTEMS, INC., Richmond Hts., OH

2011- 2014

A leader in self-adhesive labels converting & technology.

President & Chief Operating Officer

Business Leader of a \$55MM, private, multi-site, 100-employee organization, with full P&L responsibility, directly servicing the Beef & Poultry, Grocery Chain and Retail Distribution OEM customers. Direct responsibility included Manufacturing, ERP Systems, IT, Distribution & Shipping, Purchasing, Logistics, Quality Assurance, M&A, Sales & Marketing and Finance.

- Led business to record profitability in 2011 with a quadrupled increase in net income over prior; Recorded 10% annual organic top-line growth rates in 2011, 2012 and 2013; Drove double-digit productivity of 15%; and Reduced working capital levels 20%.
- Successfully implemented a fully integrated ERP system, EFI Radius, across the organization, including Automated Data-Collection and Barcode Scanning technology as well as major upgrades to PC's and the entire IT Server Infrastructure.
- Led Business M&A efforts for Omni Systems from identification to due due-diligence and negotiation.
- Drove implementation of Lean Manufacturing, SOP's and Quality systems as well as Implemented a management dashboard, establishing baselines for performance management, driving operational improvements and actions.

GOODWILL INDUSTRIES OF AKRON, Akron OH

2010-2011

A leader in helping individuals prepare for, find and retain employment.

Chief Financial Officer

Chief Financial Officer and Business Leader for a \$16MM, multi-site (13), retail, contract manufacturing and workforce development non-profit organization. Direct responsibilities include Accounting & Finance, Budgeting, Strategic Development, Administration, Facilities Management, IT/IS, E-Commerce, Payables, Receivables, Collections, Cash Management, M&A, Risk Management and Treasury.

- Drove cost reduction initiatives across the business resulting in \$1MM in annual savings within a 90-day period.
- Completed the annual 990 filing and 403b audit within a three-month time frame of coming on board.
- Key leadership role in successful opening of the Wadsworth retail store, on budget and ahead of schedule.

TEGRANT CORPORATION, PROTEXIC BRANDS

2008- 2010

\$400MM leader in design, engineering and manufacture of protective packaging systems

Director of Finance, Tegrant Corporation, Protexic Brands, New Brighton, PA

Chief Financial leader for a \$200MM, multi-site (18), 1200 employee, manufacturer of highly engineered custom packaging systems, directly servicing the consumer electronics, medical devices, auto and appliance markets. Direct responsibilities included Accounting & Finance, A/R, A/P, M&A and Cash Management.

- Delivered \$6MM in working capital reductions and improved cash flow within a six-month time-frame.
- Drove major cost reduction initiatives across all business disciplines resulting in over \$3MM in annual savings.
- Transformed Finance group into a functional and focused Team, providing essential analysis and support for exit strategies, plant closures, potential exposures and cash preservation in a turbulent and down turned economy.

AMERICAN AXLE MANUFACTURING CORPORATION

2006- 2008

\$3.0BN world leader in design, engineering and manufacture of driveline & chassis systems

CFO, Colfor Manufacturing Inc., Minerva, OH (AAM wholly owned subsidiary)

Chief Financial leader for a \$170MM Tier 1, multi-site, 735 employee, manufacturer of precision forged and machined axle and transmission parts, directly servicing the Automotive OEM's. Direct responsibilities included accounting & finance, budgeting and tool cribs & supply stores.

- Delivered \$21MM turnaround in Colfor profitability, from an EBITDA loss of (\$10MM) in 2006 to a 2007 finish of \$11MM, as the financial partner on the Executive Leadership Team, earning "Division of the Year".
- Generated \$1MM in annual tooling savings by bringing program management back in-house.
- Key strategic player in successful turnaround of \$200MM engine gear set manufacturing program for Ford Motor Co.

AVERY DENNISON CORPORATION

1990–2006

\$5.5BN Fortune 500 global leader in self-adhesive materials.

Vice President & General Manager, Automotive Products Division, Cleveland, OH.

2000– 2006

Business Leader of a \$45MM, multi-site, 250-employee division, with full P&L responsibility, servicing Automotive OEM and Tier One customers. Direct reports included Sales, Marketing, Operations, IT & IS, Quality, Six Sigma, Human Resources, Finance/Accounting and Logistics/ Customer Service.

- Recipient of Worldwide Leadership Excellence in Safety for 2002, result of dramatic recordable injury turnaround for the division, taking the injury rate of 12.76 in 2001 to 0.0 in 2002.
- Project Leader of a \$12MM business expansion project, including a new facility (\$7MM) and equipment (\$5MM) to accommodate a new market-focused organizational structure. Negotiated a major abatement package with the state and county resulting in \$3MM savings: 15% /yr over 10-yrs.
- Led numerous major ERP System implementations such as EFI Radius and home-grown RPG Job Costing resulting in large operational savings of \$1.5MM across multiple divisions.
- Consistently exceeded corporate growth targets by driving major product line and new product growth of \$2.1MM in 2001, \$2.5MM in 2002, \$1.9MM in 2003 and over \$2.5MM in 2004.
- Established presence in the adjacent die-cut functional market in only three years, surpassing all growth initiative targets, reaching \$4.5MM in annual revenue.
- Key M&A Team Member in the identification, due-diligence and acquisition of a RFID business, propelling RFID new market emergence.
- Led the Automotive Division to record profitability, return on total capital (ROTC) and economic value created (EVA) with a 32% growth rate in net income, exceeding all corporate goal expectations and ranking in the Top Five Division performers withing Avery Dennison world-wide.
- Drove implementation of Six Sigma, Lean Manufacturing and Quality certifications (QS9000 and TS16949) to continuously raise quality levels and optimize profitability generating \$1.5MM savings / year.
- Initiated, structured and implemented two major strategic reorganizations: Sales & Marketing and Manufacturing & Technical, driving more rapid product development & commercialization with resource re-deployment, alignment with the vision while capitalizing on market synergies.

Director of Finance, Planning & Logistics, Industrial and Automotive Products Group, N.A., Cleveland, OH. **1996- 2000**

Group Leader of 6 controllers and 50-employee finance team, with responsibilities encompassing a \$250MM, multi-division business group.

- Lead strategic financial partner in rapid, extraordinary growth of Industrial Products Division from \$22MM to a \$70MM leader in the automotive and durable labeling markets which resulted in "Division of the Year" award. Additionally, helped drive a \$4.5MM turnaround of the Performance Films Division from a (\$2MM) loss to a \$2.5MM profit within a twelve-month timeframe, earning "Turnaround Division of the Year".
- Led numerous major system migrations and implementations, resulting in large operational savings of \$1.5MM.

Developmental operations positions in Accounting / Finance which led to my first executive position above. 1990 - 1996

COMMUNITY SERVICE

Chair, SHC Foundation Board, SHC Foundation

2011 – Present

Treasurer, Board of Directors – Society for Handicapped Citizens of Medina County (OH)/The Arc

2011 – Present

Board of Directors – Ann Tubbs Housing for the Handicapped, Medina, OH

2015 - Present

Board of Directors - Society Assisted Living , Medina OH

2015 - Present